

**Package Proposal on All Outstanding Issues Presented by SEIU Local 221/MM-PROF Unit to the  
City of Chula Vista  
6/6/2013**

**Concerns:** The Union proposal aims at reaching an agreement on a 1 year Memorandum of Understanding by resolving all outstanding issues in a manner that accommodates the City's budgetary concerns and makes progress toward the Union's stated goal of parity on Flex Benefits and restoring our 2009 pay by 2016.

The Union reserves the right to modify, add, or delete any part of this proposal including withdrawing the package and reverting back to the last formal proposals on all open issues.

1. Salaries.
  - a. Effective the beginning of the first full pay period on or after July 1 2013, increase all salaries by two percent (2%).
  - b. Effective the beginning of the first full pay period on or after January 1 2014, increase all salaries by two percent (2%).
2. Flex Benefits.
  - a. Effective January 1, 2014, increase the Flex Benefit allotment for all employees by eighty-five percent (85%) of the increase in premiums for the Aetna Value Network HMO or equivalent plan. This increase is approximately equal to the current percentage paid by the city toward the premium for Senior Management employees.
3. Previous Tentative Agreements
  - a. All previously TA'ed items shall be part of the final agreement
4. Expiration Date
  - a. The Agreement shall expire June 30, 2014 at midnight.
5. All Other Open Issues
  - a. The parties withdraw all other proposals not already tentatively agreed upon
6. Ratification
  - a. Both parties agree to unanimously recommend ratification to their respective membership bodies.

**Results:** This would result in a mutually acceptable agreement to the City since it is a 1 year agreement that is within the budgeted amount discussed by the City Council at the May 28, 2013 meeting.